

EAST SUSSEX HEALTHCARE NHS TRUST BUILDING FOR OUR FUTURE HEALTH INFRASTRUCTURE PROJECT

DUE REGARD, EQUALITY & HUMAN RIGHTS ANALYSIS

DOCUMENT CONTROL

DOCUMENT INFORMATION

Document Title	Building for our Future Due Regard Equality and Human Rights Analysis
Owner	Tracey Rose, Programme Director
Status	V0.3 Working Draft

REVISION HISTORY

Version	Date	Author	Description
0.1	18/11/2020	Tracey Rose	Working draft shared for review for the Strategic Outline Case
0.2	19/11/2020	Tracey Rose	Working draft – feedback on content of document integrated
0.3	20/11/2020	Tracey Rose	Working draft – incorporated feedback from Director of Corporate Affairs

DOCUMENT SIGN-OFF

This document must be reviewed and approved by the following people/groups:

Name	Title	Function	Date	Version
Stakeholder Engagement Workstream Group Members		Review		
Lynette Wells	Director of Corporate Affairs	Approve		

RELATED DOCUMENTS

These documents provide additional information and specifically reference the content within this document.

Ref	Document Title	Version

Title: BFF Due Regard Equality and Human Rights Analysis v0.3 (2).docx
Author: Tracey Rose – Programme Director Building for our Future
Date: 20/11/2020

Due Regard, Equality & Human Rights Analysis

Title of document:
Building for our Future Programme (East Sussex Health Infrastructure Plan – HIP2)

Who will be affected by this work?

Patients, staff, carers, service users, partner organisations

Please include a brief summary of intended outcome:

The key deliverables of the Building for our Future (BFF) programme are to:

- Reduce critical infrastructure risk and backlog maintenance across the Conquest, Eastbourne and Bexhill hospitals and create space that is fit for purpose
- Extend and improve facilities for Emergency Care ensuring that the departments are the right size and shape for the model of care
- Improve access to Interventional Cardiac facilities
- Provide additional bed capacity
- Ensure that outpatients, theatres, endoscopy and diagnostic services are aligned to system demand
- Improve access to Ophthalmology facilities

Redeveloping the hospitals estate will provide clinically fit for purpose and improved buildings which will improve patient and staff experience and minimise the risk of business continuity challenges relating to the condition of the estate. All patients, user groups and staff will benefit from a better fit for purpose estate.

No major service reconfigurations are planned therefore it is unlikely that any one group will be disproportionately impacted but there will be improvements to patient pathways.

Two services; ophthalmology and cardiology have been undergoing service transformation since 2018 to ensure clinical sustainability and improved patient experience. Collaborative working with the commissioners is in progress and the service transformations are at the pre-consultation engagement phase. More detailed equalities impact assessments are being developed for those two specific services as part of the service change proposals.

A six facet Property Appraisal was carried out by NIFES Consulting Group (dated 13th September 2019). This included Equality Act surveys and identified issues that require addressing some of which will be addressed as part of this programme.

This Equality and Human Rights Impact Assessment has been drawn up as the first stage of the project that will demonstrate how we will consider and act upon the 'Due Regard' process according to the Brown Principles. The findings of this equalities analysis will be used to inform the ongoing building for our future development and engagement activities. This will be reviewed at appropriate points in the future as further engagement and equalities work is undertaken through the life of the programme at OBC and FBC stage.

Throughout the different work streams 'Due Regard' will be given to the nine protected characteristics of the Equality Act 2010 and 12 Articles of the Human Rights Act of 1998 (where applicable).

We have carried out and have planned a number of high level stakeholder events to ensure that there is no negative impact for staff, patients, carers, service users including those from minority groups. This will ensure that engagement and co-production is key to the Building for our Future programme.

Our stakeholder engagement plan will include:

- BAME Staff Network
- Disability Staff Network
- LGBTQI Staff Network
- Community Diversity Groups
- Partnership Organisations
- Third sector organisations

These groups will all form part of our live EHRIA document that is an ongoing process to support us in removing any disadvantages and meet the needs of our population..

		Yes/No	Comments, Evidence & Link to main content
1.	Does the work affect one group less or more favourably than another on the basis of: (Ensure you comment on any affected characteristic and link to main policy with page/paragraph number)		
	<ul style="list-style-type: none"> • Age 	Yes	<p>East Sussex population is one of the oldest in England and the latest Dwelling-Led and ONS Trend projections (from 2018 and 2019 respectively) indicate high growth in the over 75 year olds going forward. Older populations tend to have high demand on health and care services. This group are therefore likely to be impacted by changes to services.</p> <p>As a result of the Building for our Future programme, all users could experience the following impacts:</p> <ul style="list-style-type: none"> • Improved experience from better, fit for purpose estate • Improved access to and mobility around the site through improvements to car parking and improved site layout. <p>Our plans also include provision of better environments in A&E, outpatient and inpatient facilities for children, young adults and their carers.</p>
	<ul style="list-style-type: none"> • Disability (including carers) 	Yes	People with a disability will experience

			<p>improved access to and mobility around the site through improvements to care parking, improved site layout and better fit for purpose estate.</p> <p>This project will consider different disabilities throughout the project e.g Learning Disabilities, physical, wheelchair users and sensory and audio impairments and mental health environments.</p>
	<ul style="list-style-type: none"> Race 	Yes	The Trust offers interpreting services and mobile video link where English is hard to understand, including BSL for hearing impaired patients. These requirements will be considered throughout the project.
	<ul style="list-style-type: none"> Religion & Belief 	Yes	The Trust provides multi faith prayer rooms for staff, patients, carers and service users. The improved infrastructure will enhance environments with access to existing pastoral care and end of life care.
	<ul style="list-style-type: none"> Gender 	Yes	This project will enhance the dignity of patients in single sex accommodation and comply with CQC Regulation 10
	<ul style="list-style-type: none"> Sexual Orientation (LGBT) 	No	No negative or positive impact identified at this stage
	<ul style="list-style-type: none"> Pregnancy & Maternity 	Yes	There will be improvements to the environment for obstetric and maternity services.
	<ul style="list-style-type: none"> Marriage & Civil Partnership 	No	No negative or positive impact identified at this stage
	<ul style="list-style-type: none"> Gender Reassignment 	No	ESHT complies with the Gender Recognition Act 2004 where patients, carers, service users and staff going through gender reassignment can use facilities in the gender of their choice. Patients going through gender reassignment are also admitted to ward of their chosen gender where possible
	<ul style="list-style-type: none"> Other Identified Groups 		None at this stage of the project
2.	Is there any evidence that some groups are affected differently and what is/are the evidence source(s)?	No	Not at this stage of the project
3.	What are the impacts and alternatives of implementing / not implementing the work / policy?		The trust has a significant backlog maintenance and infrastructure risk. On delivery of the project, there will be no high and significant areas of physical condition and statutory compliance risks

		<p>in the underlying estate. The project will also support improvement of the clinical adjacencies of services to optimise clinical safety and improve patient pathways. Business continuity issues due to the condition of the estate and infrastructure will be reduced.</p>
4.	<p>Please evidence how this work / policy seeks to “eliminate unlawful discrimination, harassment and victimisation” as per the Equality Act 2010?</p>	<p>The aim of the programme is to address the significant backlog maintenance and infrastructure risk of the buildings whilst providing opportunities to consider improvements to clinical pathways and care models through better clinical adjacencies.</p> <p>This programme will include stakeholders in the co-design of workplans therefore work toward eliminating any unlawful discrimination.</p> <p>The Trust has policies and procedures in place to ensure compliance with the Equality Act 2010 and this will continue.</p>
5.	<p>Please evidence how this work / policy seeks to “advance equality of opportunity between people sharing a protected characteristic and those who do not” as per the Equality Act 2010?</p>	<p>This project will not advance equality for any one group over another. It will advance the equality of care and opportunity for all patients, service users and staff.</p>
6.	<p>Please evidence how this work / policy will “Foster good relations between people sharing a protected characteristic and those who do not” as per the Equality Act 2010?</p>	<p>The project will at all stages:</p> <ul style="list-style-type: none"> • remove or minimise disadvantages suffered by people who share a relevant protected characteristic that are connected to that characteristic. • take steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of people who do not share it. • encourage people who share a relevant protected characteristic to participate in their future care facilities and engage in our project
7.	<p>Has the policy/guidance been assessed in terms of Human Rights to ensure service users, carers and staff are treated in line with the FREDA principles (fairness, respect, equality, dignity and autonomy)</p>	<p>A stakeholder engagement workstream and plan are in place to ensure that the views from patients, staff and the community are captured and incorporated into the design plans as appropriate.</p> <p>The project has and will continually monitor aspects of the FREDA principles and this will be evidenced in all aspects of the various work streams.</p>
8.	<p>Please evidence how have you engaged stakeholders with an</p>	<p>A stakeholder engagement workstream group is established as part of the project and this has</p>

	<p>interest in protected characteristics in gathering evidence or testing the evidence available?</p>	<p>cross-East Sussex partner representation including the Equality and Diversity lead. The first phase of patient & public engagement has been completed to ascertain what patients and staff want from the redevelopment of the hospitals and the feedback will be considered as part of the design plans.</p> <p>There were three public online discussion groups, each with a different demographic focus: Focus group 1 with older people and carers Focus group 2 with working age and/or parents Focus group 3 with a mixed general group</p> <p>In total 22 people attended the three online focus groups Balance of genders: 11 (male) 11 (female) Balance of ages: 5 (18-34), 7 (35-54), 8 (55-74), 1 (75+) 6 people were specifically from hard to reach (digitally excluded) groups 13 were parents 3 were carers Geographic spread across East Sussex</p> <p>In addition to the above a letter has been sent to all local partners including patient representative groups and MPs.</p> <p>Further stakeholder engagement events are planned as a core activity for the programme.</p>
<p>9.</p>	<p>Have you have identified any negative impacts or inequalities on any protected characteristic and others? (Please attach evidence and plan of action ensure this negative impact / inequality is being monitored and addressed).</p>	<p>Not at this stage, however the 'Due Regard' process will continue throughout each work stream to ensure there is monitoring and actions in place to minimise negative impact to any of the protected characteristics in the Equality Act 2010.</p>

All nine Equality characteristics have been fully considered in the overall design of the proposed refurbishment and new build and all relevant requirements have been incorporated into the design.

<p>Signature:</p>		<p>Date:</p>	<p>01 December 2020</p>
<p>Name:</p>	<p>Lynette Wells</p>	<p>Title:</p>	<p>Director of Corporate Affairs</p>